Vesipro Equality and Anti-Discrimination Policy

Vesipro Ltd supports diversity, equal rights, and does not discriminate based on race, religion, age, national origin, language, sex, sexual orientation, or mental/physical handicap. This applies to all individuals, regardless of whether or not it is covered by applicable legislation.

Vesipro is committed to implementing affirmative action when necessary to address individual or social handicaps of people from disadvantaged groups.

Vesipro is committed to providing a safe, healthy, and productive working environment for all employees, contractors, customers and visitors involved in its operation. This policy sets out the company's aims to ensure equality in the workplace.

Statutory Duty

All Employees will not discriminate staff, customers or anyone else interacting with the company due to characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Discrimination can include any variation from the company's standard procedures on:

- Pay and benefits
- Terms and conditions of employment
- Dealing with grievances and discipline
- Dismissal
- Redundancy
- Leave for parents
- Requests for flexible working
- Selection for employment, promotion, training or other development opportunities

This policy is designed to comply with relevant legislation such as the Equality Act 2010.

Policy Provisions

All employees will:

1. Adhere to this policy against any forms of discrimination and be aware of the value of equality in the workplace.
2. Not act in a manner that would be considered to be discriminatory pursuant to this policy or any applicable legislation.
3. Provide suggestions on how practices, systems, and procedures can be improved to reduce the risk of discrimination.
4. Promote a culture of effective policy compliance across the organisation.

Vesipro's Commitment

All Employees will be treated consistently and fairly in line with this policy.

All matters concerning accessibility measures or accommodations for individuals facing challenges in their interactions with the organisation shall be treated as confidential.

This policy will be communicated to all employees at induction and the policy will be made available on the intranet and/or employee handbook. This policy applies to all employees.

The Company will raise awareness of equality issues in the workplace and will provide signposting to employees of the support that is available. This awareness raising will include providing information leaflets, information on staff notice boards and/or be included on the wellbeing pages on the intranet.

All Managers will receive training on how to identify, deal with and provide support to staff that may require it.

Create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Enforcement

The policy on Equality and Anti-Discrimination will be strictly enforced.

Any complaints of bullying, harassment, victimization, and unlawful discrimination by employees, customers, suppliers, visitors, or any other individuals during work activities are taken seriously.

Disciplinary action in accordance with the Company disciplinary procedures will be undertaken where breaches of the policy occur. In the case of agency workers or contractors, services may be terminated immediately upon a breach of the policy.

In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

Signed Off By:

Ewa Knowles
Business and Finance Manager